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AUTHOR Lucas, John A.; Hildebrandt, Sharrie
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ABSTRACT

In order to provide information for the 1989-90 program review at William Rainey Harper College (WRHC) and to fulfill American Bar Association accreditation guidelines, a long-term, follow-up study was conducted of all Legal Tech program alumni who graduated between 1984 and 1988. A telephone survey generated usable responses from 106 (73%) of the 145 program graduates. Study findings, which were compared with results of the annual 1-year follow-up of Legal Tech graduates, included the following: (1) 35% of the respondents had continued their education elsewhere after graduation from WRHC; (2) 3 years after graduation, 58% of the graduates were employed in a law-related field, 27% were employed in a non-related law field, and 15% were unemployed; (3) about 13% were in job situations contrary to preference; (4) after 1 year, 45% of the graduates were still working in the same job they held while enrolled at WRHC, and, after 3 years, 24% were still working in the same job; (5) after being away from WRHC for 3 years, 61% of the graduates still worked in the WRHC district or surrounding suburbs; (6) graduates working in law-related positions earned slightly more per year than those in positions not related to law ($23,500 versus $22,900); and (7) in response to open-ended questions about program areas needing improvement, the most frequently cited needs were for a better placement service, an internship program, and more hands-on experiences. A list of graduates' job titles and their employers, the survey instrument, and detailed data tables are included. (JMC)

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Office of Planning and Research

William Rainey Harper College

LONG TERM FOLLOW-UP STUDY OF LEGAL TECH GRADUATES 1984-1988

Volume XVIII, No. 5
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Dr. J.A. Lucas, Director
Planning and Research
Sharrie Hildebrandt, Coordinator
Legal Tech Program

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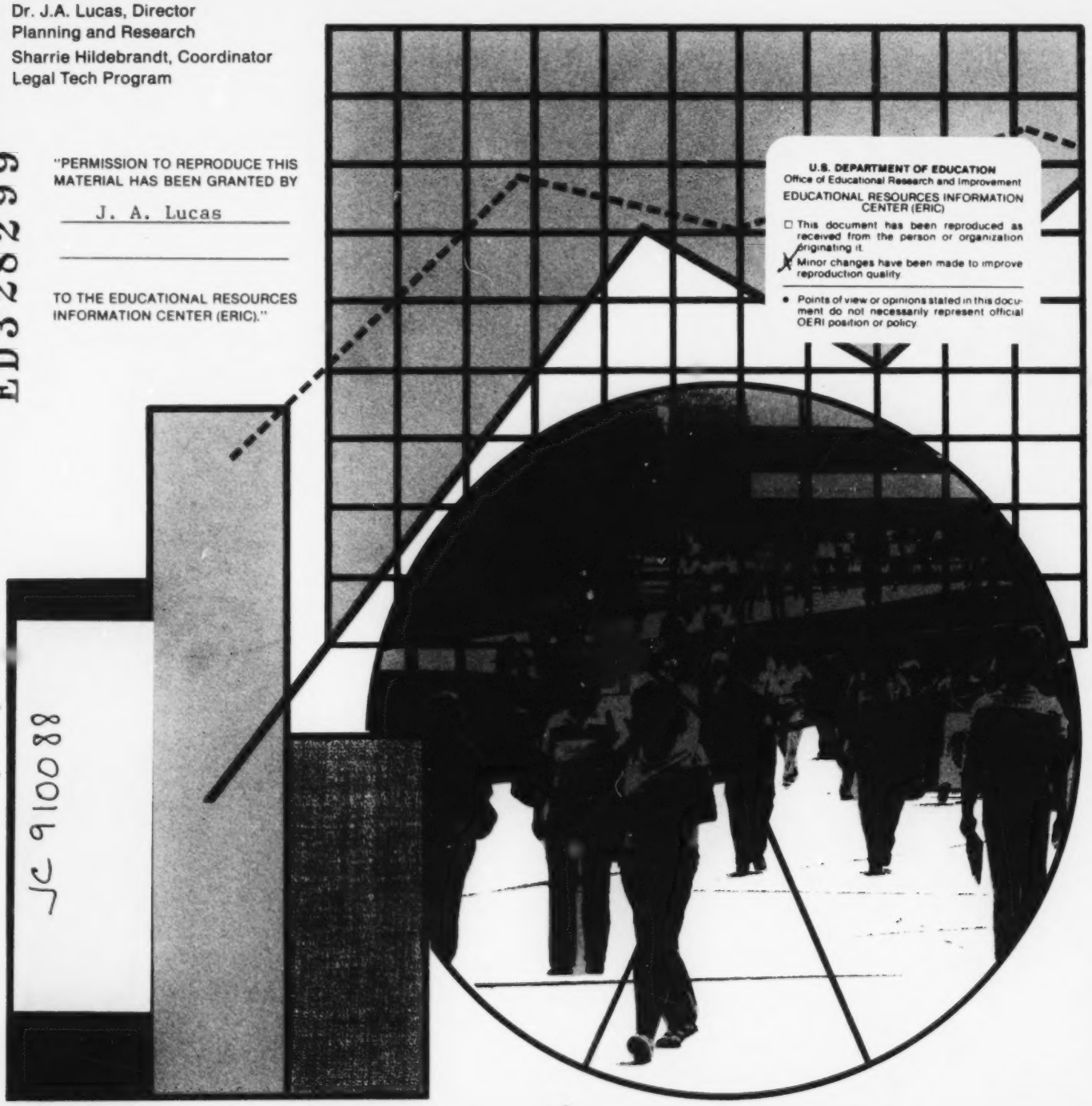

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PURPOSE

The purpose of this study was to conduct a long term follow-up study of Legal Tech students who had graduated between 1984 and 1988. This study was to provide information for the 1989-1990 Program Review and for the American Bar Association for accreditation. The study was requested by the Coordinator of the Legal Tech Program.

POPULATION SURVEYED AND METHODOLOGY

The survey form shown in the appendix was developed jointly by the Office of Planning and Research and the Coordinator of the Legal Tech Program. This survey form was used to interview, by telephone, all 145 Legal Tech students who graduated between 1984 and 1988. On the average, these students have been away from Harper for three years. After a number of telephone call attempts the following survey completions were obtained:

	N	PCT
Telephone surveys completed	106	73.1
Refused to answer	7	4.8
Unable to reach by telephone	32	22.1
Total	145	100.0

With a 73 percent response rate, it can easily be assumed that the respondents closely resemble the original target population. Results of this long-term follow-up survey were compared to the annual one year follow-up study of Legal Tech graduates.

DISCUSSION OF RESULTS

The long term follow-up study revealed that 35 percent of the graduates have continued their education elsewhere. Among these transfers, 43 percent continue on to another community college and only a third continue on in a law-related field. By comparison, in the one year follow-up studies, only 25 percent have continued their education elsewhere.

In examining their job situation, 40 percent were employed in law offices while another 18 percent held law related positions. Some 19 percent preferred a non-law related position while another 8 percent held non-law related jobs because they were unable to find law-related positions. Finally, 15 percent of these graduates were unemployed with less than one-third of this group seeking employment. Overall, about 13 percent are in situations that they do not prefer with regard to employment. In examining their job titles, it appears about 60 percent are directly related to their legal tech training while another 10 percent are somewhat related and 30 percent are unrelated. The job title analysis result closely matches the item in which graduates rate whether or not their job is law related. In comparing this long term follow-up to the one year follow-up studies, there appears to be a slight shift away from law-related positions to non-law related positions.

When asked to describe how they found their jobs, 45 percent of the graduates in the one year follow-up study were still on the same job they held while enrolled at Harper. After another two years, as determined by the long term follow-up study, only 24 percent were still on the same job as they held when enrolled at Harper. Thus graduates, after being away from Harper for a period of time, have to use other means to find their jobs than students just out of Harper, and one finds that they

DISCUSSION OF RESULTS (continued)

are more apt to use employment agencies, the Harper Placement Service, the Law Bulletin or find jobs on their own.

After being away from Harper three years, 61 percent of the Legal Tech graduates still work in the Harper district or surrounding suburbs. There does seem to be a slight trend for graduates to move farther away from Harper the longer they have been away from Harper.

The long term follow-up study reveals those in law-related positions earn slightly more than those in non-law related positions ($23,500 vs. $22,900). This is a finding similar to the one year follow-up studies ($18,400 vs. $17,900). However, the important finding is that salaries go up dramatically (28% in 2 years) after their first year following graduation from Harper.

These Legal Tech graduates who are working in a law-related area report that after three years they have taken on more responsibility, perform a wider variety of tasks, are in a more specialized job and are more than satisfied. Specialized tasks most often performed are litigation, real estate and corporate law. Those in non-law related positions after three years have also taken on more responsibility (but not as much as those in law-related positions), perform a wider variety of tasks, perform more general tasks and are satisfied, but not as satisfied as those in law-related positions.

Among the most frequently mentioned free responses in the comment section were a need for a better placement service (9 graduates), a need for an intern program or more hands-on experiences (7 graduates) and the statement that Harper had a very good Legal Tech Program (5 graduates).

MAJOR CONCLUSIONS

Three years after graduation, 58 percent of these former Legal Tech students are employed in a law-related field, 27 percent in a non-related law field and 15 percent are unemployed. There are 13 percent in a situation with regard to employment that they do not prefer. As graduates move from one year to three years away from Harper, several trends appear. Graduates move slightly away from law-related positions, tend to seek out additional continuing education experiences, move slightly further away from Harper, use a wider variety of means of finding additional employment opportunities, take on more responsibility, perform a wider variety of tasks, become more specialized and are more than satisfied in their position. The largest change occurs in salary as their annual income increases by 28 percent in that two-year period.

There are differences between those in law-related positions and those in non-law related jobs. Those in law-related positions earn a slightly higher salary, have slightly more responsibility, are more specialized and are more satisfied in their jobs.

Long-Term Follow-up of Legal Tech Graduates (classes 1984-1988) Compared to Previous One-Year Follow-up Studies

Continuation of Education After Leaving Harper	Long-Term Follow-up in 1989		One Year Follow-Up 1982-1988	
	N	PCT	N	PCT
Total Responses	106		223	
Continued their education after leaving Harper	37	34.9	57	25.6
Continued to another community college	17	16.0	37	16.6
Continued to a four-year college	22	20.8	18	8.1
Continued to a technical school	0	0	10	4.5
Continued to a law school	0	0	1	.4
Continued in legal technology field	5	4.7	19	8.5
Continued in field related to law	7	6.6	20	9.0
Continued in field unrelated to law	25	23.6	18	8.1
Have not continued education	69	65.1	166	74.4

Employment Status	Long-Term Follow-up in 1989		One-Year Follow-up 1982-1988	
	N	PCT	N	PCT
Employed in law office	42	39.6	99	44.4
Employed in law-related office	19	17.9	36	16.1
Employed in a non-related area - by choice	20	18.9	28	12.6
Employed in a non-related area because former student could not find job in related area	9	8.5	23	10.3
Unemployed but seeking employment	5	4.7	15	6.7
Unemployed/not seeking employment	11	10.4	22	9.9
Total	106	100.0	223	100.0

How Graduates Found Their Jobs	N	PCT	N	PCT
Continued to work for same firm as worked while at Harper	21	23.7	110	44.6
Newspaper ads	16	18.0	43	17.4
Friends or relatives	15	16.9	33	13.4
Graduate found job on their own	13	14.6	16	6.5
Employment agency	9	10.1	9	3.6
Harper Placement Service	3	3.4	0	0
Law Bulletin	3	3.4	1	.4
Illinois Paralegal Association	2	2.2	6	2.4
Leads from former employers	2	2.2	1	.4
Faculty or placement service at another college	2	2.2	1	.4
Network with other paralegals	1	1.1	0	0
Internship program in LTE program	1	1.1	2	.8
Legal agency	1	1.1	0	0
Illinois Job Service	0	0	15	6.1
Legal Tech Faculty	0	0	8	3.2
Other Harper Faculty	0	0	2	.8
Respondents	89	100.0	247	100.0

LONG-TERM FOLLOW-UP LEGAL TECH GRADUATES (classes 1984-1988)
COMPARED TO PREVIOUS ONE-YEAR FOLLOW-UP STUDIES

Location of Employment	Long Term Follow-up in 1989 N	Long Term Follow-up in 1989 PCT	One Year Follow-ups 1982-1988 N	One Year Follow-ups 1982-1988 PCT	Distance Index
Downtown Chicago	23	25.8	44	24.0	2
Outer fringes of Chicago	0	0	5	2.7	1
Northwest Suburbs	27	30.4	63	34.4	0
Far Northwest Suburbs	6	6.7	0	0	1
Northern Suburbs	10	11.2	51	27.9	1
Western Suburbs	11	12.4	4	2.2	1
Within 60-100 miles of Chicago	6	6.7	15	8.2	3
In Illinois, more than 100 miles from Chicago	0	0	0	0	4
Out of State	6	6.8	1	.6	5
Total	89	100.0	183	100.0	
Average Distance Index	1.36		1.08		

Salary Full-Time Equivalent	Long Term Follow-up in 1989: In Law Related Area N	In Law Related Area PCT	In Non-Law Related Area N	In Non-Law Related Area PCT	One Year Follow-ups(1987-88): In Law Related Area N	In Law Related Area PCT	In Non-Law Related Area N	In Non-Law Related Area PCT
$ 9,000 - $10,000	1	1.9	0	0	1	4.8	0	0
$10,000 - $12,000	0	0	0	0	3	14.3	2	22.2
$12,000 - $15,000	3	5.6	0	0	1	4.8	2	22.2
$15,000 - $20,000	14	25.9	7	29.2	9	42.8	2	22.3
$20,000 - $25,000	16	29.6	10	41.7	5	23.8	1	11.1
$25,000 - $30,000	12	22.2	5	20.8	1	4.8	2	22.2
$30,000 - $35,000	5	9.2	2	8.3	1	4.7	0	0
$35,000 - $40,000	2	3.7	0	0	0	0	0	0
$40,000 - $50,000	1	1.9	0	0	0	0	0	0
Total	54	100.0	24	100.0	21	100.0	9	100.0
Mean Salary	$23,472		$22,917		$18,381		$17,944	

LONG TERM FOLLOW-UP LEGAL TECH GRADUATES (Classes 1984-1988)

Responsibility of present position compared to responsibility held just after graduation from Harper	Responsibility Index	Long Term Follow-up in 1989 Law-Related Position N	PCT	Non-Law Related Position N	PCT
Much more responsibility	+2	29	47.6	7	26.9
More responsibility	+1	21	34.4	13	50.0
No change in responsibility	0	10	16.4	3	11.6
Less responsibility	-1	1	1.6	3	11.5
Total		61	100.0	26	100.0
Average responsibility index		1.28		.92	

Variety of tasks performed now compared to job held just after graduation from Harper	Variety Index	Long Term Follow-up in 1989 Law-Related Position N	PCT	Non-Law Related Position N	PCT
Much wider variety of tasks	+2	24	39.4	11	42.3
A wider variety of tasks	+1	23	37.7	8	30.8
No change in variety of tasks	0	13	21.3	5	19.2
Less variety of tasks performed now	-1	1	1.6	2	7.7
Total		61	100.0	26	100.0
Average variety index		1.15		1.08	

Task Description	Long Term Follow-up in 1989 Law-Related Position N	PCT	Non-Law Related Position N	PCT
More specialized	40	65.6	10	38.5
More general practice tasks	21	34.4	16	61.5
Total	61	100.0	26	100.0

Satisfaction Level	Satisfaction Index	Long Term Follow-up in 1989 Law-Related Position N	PCT	Non-Law Related Position N	PCT
Very satisfied	+2	25	41.7	6	21.4
Satisfied	+1	27	45.0	14	50.0
Neutral	0	5	8.3	5	17.9
Dissatisfied	-1	3	5.0	1	3.6
Very dissatisfied	-2	0	0	2	7.1
Total		60	100.0	28	100.0
Average Satisfaction Index		+1.23		+ .75	

VARIETY OF TASKS PERFORMED BY LEGAL TECH GRADUATES WORKING IN A LAW-RELATED AREA

Long Term Follow-up Study in 1989

Variety of Task Performed	Specialized Tasks N	Specialized Tasks PCT	General Tasks N	General Tasks PCT	Do Not Perform Task N	Do Not Perform Task PCT	Total N	Total PCT
Litigation	23	36.5	15	23.8	25	39.7	63	100.0
Real Estate	20	31.7	10	15.9	33	52.4	63	100.0
Corporate	16	25.4	11	17.5	36	57.1	63	100.0
Research	10	15.9	12	19.0	41	65.1	63	100.0
Probate & Estate Trust	8	12.7	13	20.6	42	66.7	63	100.0
Taxes	8	12.7	3	4.8	52	82.5	63	100.0
Securities	5	7.9	4	6.4	54	85.7	63	100.0
Family Law	5	7.9	16	25.4	42	66.7	63	100.0
Intellectual Property	2	3.2	6	9.5	55	87.3	63	100.0

Other:

Criminal Law	- 4
Foreclosure - Bankruptcy - Commercial Law	- 3
Labor and Employment Law	- 2
Writing Book on Law	- 1
Environmental Law	- 1
General Law	- 1
Investigations	- 1
Bonds	- 1
Person Injury and Medical Malpractice	- 1
Anti-Trust	- 1

SUMMARY OF JOB TITLES FROM 1989 LONG TERM FOLLOW-UP OF LEGAL TECH GRADUATES (1984-1988)

Job Title	N	PCT
Paralegal	29	32.6
Legal Assistant or Specialist	8	9.0
Paralegal/Legal Secretary	5	5.6
Legal Secretary	11	12.4
Job Titles Somewhat Related to Law	9	10.1
Job Titles Unrelated to Law	27	30.3
Total	89	100.0

JOB TITLES AND EMPLOYERS FOR 1989 LONG TERM FOLLOW-UP OF LEGAL TECH GRADUATES (1984-1988)

Directly Related Titles	Employer
Paralegal	United Airlines Corporate Law Department, Elk Grove
Paralegal	Landen and Hueffer, Chicago
Paralegal	Willard Widerberg, Elgin
Paralegal	Simon McCloskey, Scovell, Chicago
Paralegal	Commerce Clearing House, Northbrook
Paralegal	Rosenfeld, Retenberg, Chicago
Paralegal	R. L. Huszagh, Wheaton
Paralegal	David Keay, Wheaton
Paralegal	Sears, Chicago
Paralegal	Street, Larson, Turner, Rockford
Paralegal	Silets and Martin, Chicago
Paralegal	Piccione, Keeley and Associates, Wheaton
Paralegal	Temporary Legal Tech Agency, Chicago Loop
Paralegal	Shows, Baker and Associates, Hoffman Estates
Paralegal	Rustoleum Corporation, Vernon Hills
Paralegal	Kovitz, Shifrin and Waitzman, Arlington Heights
Paralegal	Connelley, Palmer, Mustes, Schroeder, Geneva
Paralegal	Earl Roloff, Hanover Park
Paralegal	Bradford Block and Associates, Deerfield
Paralegal	Kitch, Saurbier, Druthas, Wagner, Kinny, Canton, Mich.
Paralegal	Burns Stone, Washington, D. C.
Paralegal	Hinshaw, Culbertson, Joliet
Paralegal	Anesi, Ozman, Lewin, Chicago
Paralegal/2 positions	States Attorney's Office, Chicago
Paralegal	Schulce, Baker and Associates, Hoffman Estates
Paralegal	John O'Brian and Associates, Arlington Heights
Paralegal	Tuttle, Verdral and Collins, Des Plaines
Paralegal	David H. Towns, Belvidere
Sub-Total - 29 Positions	
Legal Assistant	Clery, Schaumburg
Legal Assistant	Hopkins and Sutter, Chicago
Legal Assistant	Carlson and Haag, Chicago
Legal Assistant	Beckley, Singleton, DeLoy, Jemison, List, Las Vegas
Legal Assistant	Robert Michaels, Des Plaines
Legal Assistant	Fishman and Merrick
Law Assistant	Allstate Incorporated, Northbrook
Litigation Specialist	General Electric, Lincolnshire
Sub-Total - 8 Positions	
Paralegal/Legal Secretary	AAR Corporation, Elk Grove
Paralegal/Legal Secretary	Randall Reese, Rockford
Paralegal/Legal Secretary	Driscoll and Driscoll, Schaumburg
Paralegal/Legal Secretary	Ariana, Anderson, Brozos, Hardy, Kramer, and Castillo, Elgin
Paralegal/Legal Secretary	Miller, Forest and Downing, Glenview
Sub-Total - 5 Positions	

JOB TITLES AND EMPLOYERS FOR 1989 LONG TERM FOLLOW-UP OF LEGAL TECH GRADUATES (1984-1988)

Directly Related Titles	Employer
Legal Secretary	First National Bank of Chicago
Legal Secretary	Zenith Electronics, Glenview
Legal Secretary	Biestek and Associates, Arlington Heights
Legal Secretary	Self-Employed, Wheaton
Legal Secretary	Carlton and Lorenz, Arlington Heights
Legal Secretary/2 Positions	Wildman, Harold, Allen and Dixon, Chicago
Legal Secretary	Paul W. Cashbarian, Schaumburg
Legal Secretary	Levine, Shifirm, Associates, Schaumburg
Judicial Secretary	State of Illinois Judges Chambers/Appellate Court, Rockford
Office Manager	Preview Attorney Referral Service, Hoffman Estates

Sub-Total - 11 Positions

Job Title Somewhat Related to Law	
Lease Administrator	Metropolitan Structures, Chicago
Risk Management Auditor	Chicago Mercantile Exchange, Chicago
Escrow Agent	All Title Guaranteed Fund, Chicago
Closing Officer	Bigelow Homes, Palatine
Real Estate Agent	Associate Realty, Palatine
Asst. Contract Administrator	Arthur Anderson and Company, Chicago
Receptionist/Secretary	O'Reilly, Cunningham, Morton & Malley, Wheaton
Contract Coordinator	Northrup, Rolling Meadows
Office Manager	Gerrard and Associates, Itasca

Sub-Total - 9 Positions

Job Titles Unrelated To Law	
Assistant Manager	K-mart, Schaumburg
Administrative Assistant	Ametic, Elk Grove
Assistant Registrar	Illinois Prairie Girl Scout Council, Elk Grove
Account Supervisor	Illinois State Scholarship Commission, Deerfield
Sales Associate	Joseph Spies Company, Crystal Lake
Asst. Corporate Secretary	SPSS, Chicago
Office Supervisor	H and R Block, Schaumburg

JOB TITLES AND EMPLOYERS FOR 1989 LONG TERM FOLLOW-UP OF LEGAL TECH GRADUATES (1984-1988)

Job Titles Unrelated to Law (cont'd)	Employer
Customer Service Rep.	Quick Service Textiles, Inc., Chicago
Bartender	Parkside Tap, Huntley
Army	
Human Resources Assistant	Cole-Farmer Instrument Company, Niles
Market Administrator	VCS Incorp, Carol Stream
Asst. Credit Manager	Polyline Corporation, Des Plaines
Teacher	District 25, Arlington Heights
Controller	Carlucci Hospital Group, Chicago
Teacher	Rancho Buena Vista High School, Vista, California
Administrative Secretary	Rockford
Administrative Assistant	Harris Bank, Chicago
Cashier	Casey's General Store, Early, Iowa
General Manager	National Records Service, Des Plaines
Asst. Vice President	NBD Wheaton Bank, Wheaton
Distribution Coordinator	B.C.D., Hinsdale
Customer Assistance	Xerox, Park Ridge
Clerk	Mr. Colette, Crystal Lake
Waitress	Port Edwards, Algonquin
Owner and Manager	Dependable Secretary, Rockford
Personnel Training Manager	K-Mart, Schaumburg

Sub-Total - 27 Positions

General Comments	N
Need better job placement	9
Need an internship program or hands-on experience	7
Very good program	5
Poor Teacher	4
Need computer courses	3
Need bankruptcy classes	2
More in-depth litigation	2
Need experience in real estate closings	1
Need English class	1
Need more information on seminars	1
Need banking course	1
Corporate section needs to be longer	1
Need a definite sequence for LTE	1
Need word processing courses	1
Need experience with ex-probate forms	1
Need to visit more courtrooms	1
Classes too large	1
Need more LTE Continuing Education	1
Cut length of time for income taxation	1
Hold seminars in evening	1

APPENDIX - Survey Instrument

FIVE-YEAR FOLLOW UP OF LEGAL TECH GRADUATES

Name _____ Telephone_____

Address _____ S.S. Number _____

_____

1- Have you continued your education since leaving Harper College?

_____ A. Yes

_____ B. No

2- If you have continued your education since graduating from Harper, what type of institution did you attend? Check (x) all that apply and fill out appropriate information.

_____ A. Community College (Name)_____
Major Field_____ Degrees Earned_____
Attending Now? _____ Yes _____ No

_____ B. Four-year College (Name)_____
Major Field_____ Degrees Earned_____
Attending Now? _____ Yes _____ No

_____ C. Technical School (Name)_____
Major Field_____ Degrees Earned_____
Attending Now? _____ Yes _____ No

_____ D. Law School (Name)_____
Degree Earned_____
Attending Now? _____ Yes _____ No

_____ E. Other (Name)_____
Major Field_____ Degree Earned_____
Attending Now? _____ Yes _____ No

3- Employment Status (Check one)

_____ A. Employed in law office
_____ B. Employed in law related office
_____ C. Employed in a nonrelated area by choice
_____ D. Employed in a nonrelated area because I could not find a job in related area
_____ E. Unemployed but seeking employment
_____ F. Unemployed not seeking employment

Do not continue survey if Items E or F are answered.

4- If employed, give job title_____

5- If employed, give name/address of company_____
_____
_____
_____

6- If employed give geographic location (either community or if in Chicago location such as Loop, O'Hare area, south side, etc.)_____

7- How did you find your present job? Check all that apply.

_____ A. Harper placement service
_____ B. Faculty at Harper College
_____ C. Other staff at Harper College
_____ D. Friends
_____ E. Newspaper ad
_____ F. Was working here before coming to Harper College
_____ G. On my own.
_____ H. Illinois Paralegal Assoc.
_____ I. Law bulletin
_____ J. Network with other paralegals
_____ K. Other (specify)_____
_____

8- What is your full time annual or hourly salary or wage rate? (Check one)

_____ A. Under $5,000 per year or under $2.40 per hour
_____ B. $ 5,000 - $ 6,999 per year or $ 2.40 - $ 3.36 per hour
_____ C. $ 7,000 - $ 8,999 per year or $ 3.37 - $ 4.32 per hour
_____ D. $ 9,000 - $ 9,999 per year or $ 4.33 - $ 4.80 per hour
_____ E. $10,000 - $11,999 per year or $ 4.81 - $ 5.76 per hour
_____ F. $12,000 - $14,999 per year or $ 5.77 - $ 7.20 per hour
_____ G. $15,000 - $19,999 per year or $ 7.21 - $ 9.61 per hour
_____ H. $20,000 - $24,999 per year or $ 9.62 - $12.02 per hour
_____ I. $25,000 - $29,999 per year or $12.03 - $14.42 per hour
_____ J. $30,000 - $34,999 per year or $14.43 - $16.83 per hour
_____ K. $35,000 - $39,999 per year or $16.84 - $19.23 per hour
_____ L. $40,000 - $49,999 per year or $19.24 - $24.04 per hour
_____ M. Over $50,000 per year or $24.05 per hour

9- How would you describe the responsibility of your present position with the position you held just after graduation from Harper? Check (x) one.

_____ A. Much more responsibility
_____ B. More responsibility
_____ C. No change in responsibility
_____ D. Less responsibility

10- How would you describe the variety of tasks you perform now compared to your job when you first graduated from Harper College?

_____ A. Much wider variety of tasks now
_____ B. A wider variety of tasks now
_____ C. No change in the variety of tasks I perform now
_____ D. Less of a variety of tasks performed now

11- Are your tasks of a more general or specialized nature?

_____ A. More specialized tasks

_____ B. More general practice tasks

12- Check (x) all the variety of tasks you now perform.

	Specialized Tasks	General Tasks
A. Real Estate	____	____
B. Litigation	____	____
C. Probate and Estate Trust	____	____
D. Research	____	____
E. Corporate	____	____
F. Securities	____	____
G. Intellectual Property	____	____
H. Family Law	____	____
I. Taxes	____	____
J. Other	_____	_____
	_____	_____
	_____	_____

13- How would you describe your satisfaction level of your present job?

_____ A. Very satisfied
_____ B. Satisfied
_____ C. Neutral
_____ D. Dissatisfied
_____ E. Very Dissatisfied

14- From your standpoint, what improvements (if any) need to be made in the LTE Program?_____

_____

_____

_____

_____

OPERATIONAL STAFF:

Janice A. Cook: Secretary
Linda Goers: Telephoning
Kathy Lacey: Tabulation

William Rainey Harper College
Algonquin and Roselle Roads
Palatine, Illinois 60067

ERIC Clearinghouse for
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